

State Employees and Civil Servants: where do they work and for how much?¹

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Summary of Key Findings from the Interactive Data Application

- We update **the interactive online application** annually with the latest data on the numbers of state employees, their salaries, and associated costs, based on information from the annual [State Final Account](#). Below is an overview of the key findings.
- **We define state employees** as those whose employment is regulated and financed by the state budget (SB), currently totaling nearly half a million workers. This represents just under 10% of the Czech workforce. By far the largest share consists of employees in regional education (approx. 290,000), followed by security forces (approx. 80,000) including police, firefighters, customs administration, prison service, and the army.
[Graph 1a. Number of state employees by employment regulation](#)
[Graph 2a. Number of state employees by budget chapters](#)

Number of State Employees

- **The total number of state employees increased in 2024** by approximately 3,000 people (0.6%).
[Graph 10. Changes in the number of employees under budget regulation, by category:](#)
 - The number of civil servants decreased slightly (by approx. 2,000), mainly in the non-central state administration, which typically includes large offices providing direct services to citizens outside of Prague (e.g. tax offices, social security administration, labor offices).

¹ The interactive application/study developed by the IDEA think tank at the Economics Institute of the Czech Academy of Sciences offers detailed analytical insights into the structure and long-term trends in the number of state employees, their salaries, and related expenditures. The application is publicly available at: <https://ideaapps.cerge-ei.cz/zamestnancistatu>. It represents the views of the authors only and not the official position of the Economics Institute of the Czech Academy of Sciences or the Center for Economic Research and Graduate Education – Charles University (CERGE).

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- The number of ministry employees remained almost unchanged.
- The number of employees in other central authorities increased by about 100 (+2%).
- There was a significant increase in regional education employees, of around 5,000 (+3%).
- **The education sector under the Ministry of Education, Youth, and Sports (contributory organizations) has contributed the most to the overall increase in state employment over the past decade.** Since 2017, annual increases have ranged from 4,600 to 14,900 employees, which, given the large base, represents growth of only 1–3%. This is driven by both demographic growth in the numbers of school-age children and the introduction of inclusive classrooms for all children, which had previously been absent in the Czech system.

[Graph 10. Changes in the number of employees under budget regulation, by category](#)

- **There are approximately 75,000 civil servants among state employees (15% of all state employees).** Most work in non-central state administration, i.e., organizations such as tax offices, social security administration, and labor offices, often in branches outside Prague. Around 23,000 people work in ministries, representing fewer than 5% of state employees and under 0.5% of the total workforce. This figure includes members and employees of security forces registered under the Ministry of the Interior (MoI), which cannot be separated in the data. The number of civil servants is therefore much lower than commonly perceived, and potential savings in this area are often overestimated.

[Graph 1a. Number of state employees by employment regulation](#)

[Graph 4a. Number of civil servants 2003–2024](#)

[Graph 4b. Number of civil servants 2003–2024, including MoI and MoFA](#)

- **The number of civil servants** has ranged between 71,000 (2012) and 79,000 (2019) over the past two decades. Long-term trends reflect efforts to consolidate public finances after 2010 and again after 2021. The slight decline of about 3,000 civil servants after 2021 was mainly due to reductions in non-central state administration, which includes organizations subordinate to ministries such as the tax administration and labor offices. Non-central state administration employs 64% of all civil servants. Conversely, the number of civil servants working directly in ministries increased slightly after 2021, from 22,729 to 22,883 (this includes security force personnel under the MoI, which cannot be separated in the data).

[Graph 4b. Number of civil servants 2003–2024, including MoI and MoFA](#)

- **The public sector, as defined in some Czech Statistical Office statistics,** is broader than solely state employees. It also includes institutions such as public healthcare, public universities, and state-owned enterprises. Employment in this broader sector has long stood at around 1 million people, or just under one-fifth of the Czech workforce.

[Graph 9a. Number of public sector employees](#)

Salaries of State Employees

- **Average real salaries of civil servants was stagnant in 2024** (ministries, other central authorities, non-central offices). Real salaries in ministries in fact declined for the fifth consecutive year. As a result, salaries of ministry officials have fallen to the level

of the average wage in Prague—despite a higher share of university-educated employees in ministries compared to the overall Prague workforce.

[Graph 5a. Real average salaries of civil servants, 2004–2024](#)

- **Average relative salaries of civil servants**, i.e., in relation to the average wage in the economy, have shown a highly cyclical pattern over the past two decades. They reached a low in 2011–2012, peaked around 2018, and have been declining since. 2024 marked the fifth consecutive year of decline for ministries, with relative salaries falling below the 2021 minimum. Relative salaries in non-central state administration and other central authorities dropped in 2024 even further below their 2012 minimum.

[Graph 5b. Average salaries of civil servants relative to the average wage in the economy](#)

- **Between 2015 and 2018, average real salaries in public administration** grew faster than average real wages in the economy. This contributes to rising relative salaries and increased payroll costs. In 2021, real salaries in public administration dropped sharply, while real wages in the economy continued to grow. In 2022 and 2023, both public and private sectors experienced significant declines in real wages. In 2024, public administration closely mirrored the overall economic trend.

[Graph 5a. Real average salaries of civil servants, 2004–2024](#)

- **Average salaries** vary significantly both across and within organizational categories. Comparisons based on *State Final Account* data do not account for differences in education and other factors that influence wages, which should be considered when interpreting the data. A more detailed salary comparison that accounts for job type, education level, age, gender, and region is available in the [IDEA study \(2025\)](#).

[Graph 3a. Average salaries of state employees by budget chapter \(2024\).](#)

- **The highest average monthly salaries** in 2024 were earned by employees of ministries (CZK 58,000), followed by other central authorities (CZK 51,000). There was a wide range of average salaries among organizations classified as ‘other organizational units of the state’, reflecting the diversity of their functions and staffing. The lowest salaries occur in ‘non-central state administration’, which mostly includes organizations that provide direct services to citizens.

[Chart 3a. Average salaries of state employees by budget chapter \(2024\)](#)

Average salaries of ministry employees (mostly based in Prague) differ from the average wage in Prague by approximately $\pm 15\%$. The exact reasons for this wage disparity are unclear from the available data. However, differences in staff qualifications, age structure, and historically rooted disparities in budgeting and pay policies each likely play a role.

[Graph 3a. Average salaries of state employees by budget chapter \(2024\)](#)

Expenditures on State Employee Salaries

- **Expenditures on salaries of state employees** in 2024, regulated by the state budget (SB) amounted to CZK 265 billion, representing 11.8% of total SB expenditures and 3.3% of GDP. The distribution of costs across employment areas roughly corresponds to the number of employees in each.

[Graph 1b. Expenditures on state employee salaries by employment regulation](#)

- **Expenditures on civil servant salaries** in 2024 totaled approximately CZK 43.5 billion, which is 1.9% of the state budget and 0.54% of GDP. Salary costs for ministry officials (again including all personnel under the MoI) amounted to CZK 16 billion, or 36% of total civil servant salary costs (excluding security forces within the MoI: the estimate of these costs is CZK 10 billion, or 23% of civil servant salary costs). Public expectations that savings in these segments could significantly contribute to fiscal consolidation are therefore overly optimistic. However, this does not diminish the need to improve the efficiency of public administration, including civil service.

[Graph 1b. Expenditures on state employee salaries by employment regulation](#)

Nominal expenditures on civil servants' salaries have increased over the past two decades, except in 2010 and 2011. This is natural given ongoing inflation and, more importantly, the continuous growth of nominal wages in the economy. Expenditures increased the most between 2012 and 2019, when the rise in salary costs reflected both an increase in the numbers of employees and in real average wages (adjusted for inflation). The rise in nominal expenditures after 2021 was driven by efforts to at least partially offset inflation and limit the significant decline in the real value of salaries.

[Chart 4c. Expenditures on civil servant salaries](#)

- **Real expenditures on civil servant salaries**, i.e., in constant prices, have fluctuated significantly over the past two decades. The sharpest decline occurred after 2021 due to the inflation wave and efforts to consolidate state budget spending. In 2024, real expenditures were at a similar level as in 2009, i.e., before the global financial crisis. However, during that time, the real value of GDP and state revenues and expenditures increased significantly.

[Chart 5a. Real average salaries of civil servants, 2004–2024](#)